**Appendix: Sample Items**

**Instructions for Responding to the Following Question**

Why are you not applying for an administrative position? If more than one reason, please list by numbered order of importance. Answer this question only if you are not planning on applying for an administrative position.

      Satisfied with current role

      Long hours required of administrators

      Lack of support for new administrators

      Inadequate salary relative to the responsibilities

      Stress of the job

Example(s): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

      Don’t feel prepared

      Family considerations and responsibilities

      Personal health

      Political environment

      Other business interests

      Other reasons (please explain): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_